

DoDI 5132.15 Overview

This is a condensed version of DoDI 5132.15. For the complete policy, see the full DoDI

What is the purpose of Department of Defense Instruction (DoDI) 5132.15: Implementation of the Security Cooperation Workforce (SCW) Certification Program?

DoDI 5132.15: Implementation of the Security Cooperation Workforce Certification Program provides guidance to Department of Defense (DoD) Components and establishes policy, assigns responsibilities, and provides general procedures for implementing DoD's SCW Certification Program.

Why do SCW members need to be certified?

The DoD established the SCW Certification Program in response to the statutory requirement to develop a professional SCW. A certified, professional security cooperation (SC) workforce is critical to the United States National Defense Strategy.

Who needs certification?

All members of the SCW require professional certification (a condition of employment for civilians and an order for service members). The DoD SCW is defined as DoD military and civilian personnel who routinely perform SC functions as identified by their respective DoD Component. This includes those employees:

- Working in the SC organizations of U.S. missions overseas
- In the geographic and functional combatant commands responsible for planning, monitoring, or conducting SC activities
- In the Military Departments and Services performing SC activities, including activities in connection with acquisition, the development and implementation of technology-release and foreign-disclosure policies, and planning, monitoring, evaluating, and conducting SC activities
- Other personnel of DoD Agencies and Field Activities who perform SC activities
- Who assess, monitor, or evaluate SC programs and activities
- Who contribute significantly to SC programs and activities. This includes military and civilian personnel in the OSD and the Joint Staff who perform SC planning, policy oversight, or program management functions

This does not change the employee's status or affiliation with their current DoD Component, workforce, career field, career program or functional area.

What does the certification program entail?

Certification is administered through the Defense Security Cooperation University (DSCU) and entails training, experience, and continuous learning. Training requirements vary based on the SCW member's designated academic area of concentration (AoC) and certification level. There are three standard levels of certification intended for GS-15/O-6 and below, and Executive-level certification option for SC executives (including members of the senior executive service, general officers/flag officers, GS-15/O-6 in key SC positions, and E-9).

Certification is based on each position's assigned AoC and certification level. Requirements include:

1. Mandatory Training
2. Experience
3. Continuous Learning (Not required for achieving certification, but necessary to remain in good standing. 20 hours of SC-related developmental opportunities every 2 years, including completion of an annual SC update course offered by DSCU.)

Basic-level: General knowledge and understanding of SC

Intermediate-level: Focus is on developing technical knowledge and understanding of one AoC in the context of broader SC

Advanced-level: Focus is on increased technical mastery of one AoC in the context of broader SC

Executive-level Option: Focus is on a broad understanding of SC and its strategic application to achieve defense and national security objectives

How do SCW members meet certification requirements?

To be eligible for certification in the appropriate AoC at the appropriate certification level, a SCW member must be in a SCW position:

1. Complete all required training through the DSCU or its designated affiliates
2. Obtain one year of experience
3. Be in good standing with the program

SCW members must maintain good standing in the Certification Program. SCW members who complete required courses by the course completion timeline and meet the continuous learning requirement are in good standing with the program. Once obtained, the SCW member must maintain it by meeting continuous learning requirements and thus remaining in good standing.

SCW members do not need to request to be certified. Once eligible, the status is automatically updated.

When do SCW members need to complete their certification?

Basic-level: One year to complete all required basic-level courses

Intermediate-level: One year to complete basic-level courses and 2 years to complete all required intermediate-level courses (3 years total)

Advanced-level: 3 years to complete basic- and intermediate-level courses, and 2 years to complete all required advanced-level courses (5 years total)

Executive-level Option: Three years to complete all required executive-level courses

The above timelines begin at the DoDI publication date (May 7, 2021) for existing SCW members or the date a new member is assigned to a SCW position

Where can SCW members go to find more information?

SCW members should visit the DSCU website dscu.mil to find:

- Additional details on the certification program
- An automated certification tracking tool, found in the "Certification Center" section, to register for courses and view individualized certification status information
- The most up-to-date list of AoCs, course descriptions, and course schedules
- Information about test-out options and course equivalency determinations